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in partnership with the Women's Foundation of Minnesota.

FEBRUARY 2012

STATUS OF WOMEN & GIRLS IN MINNESOTA

Research Overview

Acknowledgements

Women's Foundation of Minnesota & University of MN Humphrey School's Center on Women & Public Policy

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STATUS OF WOMEN & GIRLS IN MINNESOTA

Research Overview

SINCE THE JUNE 2010 EDITION OF *Status of Women & Girls in Minnesota*, the misperception that we now live in a “post-gender” or “gender-blind” society continues to mislead. Sensational national media headlines, such as “The End of Men,” “The End of Marriage,” and “The End of the Gender Revolution,” interrupt progress toward economic, political and social equality for women. It also diminishes the very real gender inequality that continues to produce the wage gap, render women the nation’s poorest, reinforce systemic violence against women and girls, produce substandard health outcomes, and deny women from leadership across all sectors.

In reality, the data indicate that Minnesota women and girls continue to face disparate outcomes in comparison to men and boys in multiple measures of economics, safety, health, and leadership. It also shows that the disparities are even greater for women of color, rural women, LBT (lesbian, bisexual, transgender) women, and women with disabilities.

As *New York Times*’ commentator Luisita Lopez Torregrosa recently noted, “...only a cockeyed optimist would look back at 2011 and call it a good year for women. Across the Western world, it was at best a year of retrenchment for feminist organizations and activists, a year to take stock and figure out why women’s forward strides...appear

to have stalled.” (Jan. 12, 2012)

The data found within this new edition of *Status of Women & Girls in Minnesota* echoes Torregrosa’s assessment. At the state level, Minnesota women and girls have stalled on the road to equality.

Economics:

Regardless of education, age, or race/ethnicity, the wage gap continues to prevent Minnesota women and their families from receiving their fair share. On average, a Minnesota woman is shortchanged \$11,000 annually or \$1 million over the course of her professional career; women with advanced degrees (doctors, lawyers) experience a \$2 million loss. Poverty, homelessness, and a lack of affordable quality childcare remain problems that disproportionately affect Minnesota’s female-headed households, women of color, and older women. (Read more, pg. 2.)

Safety:

Minnesota girls are growing up in a culture that both sexualizes them and normalizes gender-based violence. Girls in general, girls of color and girls with same-sex partners face the highest rates of verbal bullying at school. By 12th grade, 12 percent of Minnesota girls experience sexual assault, girls are two to three times more likely than boys to endure sexual abuse by a family member, and 25 percent of female college students

have suffered intimate-partner violence. The effects of this violence include mental health issues, suicide, teen pregnancy, sex trafficking (prostitution), substance abuse, incarceration, and more. (Read more, pg. 6.)

Health:

While Minnesotans are relatively healthy compared to the rest of the nation, a broad “wellness gap” persists across multiple indicators for Minnesota women and girls of color. Equal access to affordable, quality, and culturally appropriate healthcare will bring health outcomes up and healthcare costs down. (Read more, pg. 10.)

Leadership:

At all levels of leadership – boardroom, school board, court house, state house – Minnesota women remain underrepresented, and in some cases, absent altogether. When women share equal leadership with men, Minnesota’s economy, policies, families and communities will truly thrive. (Read more, pg. 14.)

It is our hope that this report will raise awareness about the road ahead to create equality for all women and girls. We will use it as a much-needed jolt to jumpstart progress toward equality and inspire more Minnesotans – citizens, philanthropists, teachers and leaders – to demand economic fairness, safety, wellness, and equal leadership for all of the state’s women and girls. □

ABOUT THE STATUS OF WOMEN & GIRLS IN MINNESOTA

LAUNCHED IN 2009, STATUS OF WOMEN & GIRLS IN MINNESOTA is an ongoing collaborative research project of the Women’s Foundation of Minnesota and the University of Minnesota Humphrey School’s Center on Women & Public Policy. Annually, data specific to Minnesota women and girls is gathered and analyzed in economics, safety, health and leadership.

The project represents a unique approach to research by using a gender-race-place-equity lens. Experts from academia, state and federal government, nonprofit and private sectors, elected

bodies and philanthropy participated in working groups and reviewed data to identify the key issues outlined in this report, and proffer solutions (see Acknowledgements, inside front cover).

The data reviewed and included here comes from published reports produced by government agencies and nonprofits, and original gender-based analysis of publicly available datasets (Minnesota Student Survey, Minnesota Crime Survey, Behavioral and Risk Factor Surveillance Survey, and American Community Survey). □

GENDER EQUALITY Explorer

www.GenderEqualityExplorer.org

Create tables, maps and reports to illustrate, analyze and understand the status of women and girls across the United States and in your community.

More at www.GenderEqualityExplorer.org

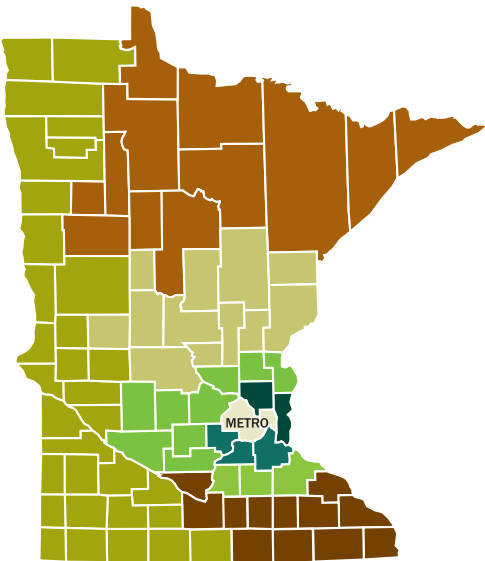
Engineered & powered by Social Explorer.

At the Women’s Foundation of Minnesota, we believe that when women thrive, families and communities thrive.

SECTION 1

Economics

US Census Bureau Regions for Minnesota



- West Edge
- Northeast
- East Central
- Exurban Ring
- Anoka/Washington
- Carver/Scott/Dakota
- Hennepin minus Minneapolis
- Minneapolis
- Ramsey
- Southeast

Public Use Microdata Sample (PUMS) files
U.S. Census Bureau, Census 2000

IN MINNESOTA, THE ECONOMIC LANDSCAPE FOR WOMEN REMAINS unequal. The wage gap shortchanges women, regardless of education, age or race/ethnicity. And in Minnesota, poverty remains a problem that disproportionately affects female-headed households, women of color, and older women. While women now make up a majority of the workforce and earn a majority of all post-secondary degrees, these changes have not translated into economic parity. Affordable, quality childcare and housing are out of reach for many women, including those in the middle class.

WORKFORCE

• **Women make up the majority of Minnesota’s workforce.** Eighty percent (80%) of the state’s women with children now work; 51% of Minnesota’s working mothers are the primary breadwinner for their family, a 27% increase

in the two past years; and 80% of Native American and African American working women with children in Minnesota earn the majority of their family’s income (up from 60% in 2008).¹

Table 1. Full-time Median Earnings (16 and over) by Sex and Region, Minnesota 2010

	MEN	WOMEN	
Region	Median	Median	Ratio
West Edge	\$40,000	\$30,000	75.0%
Northeast	\$42,000	\$32,000	76.2%
East Central	\$40,000	\$31,000	77.5%
Exurban Ring	\$48,000	\$36,000	75.0%
Anoka/Washington	\$57,000	\$42,000	73.7%
Carver/Scott/Dakota	\$58,000	\$45,000	77.6%
Hennepin	\$60,000	\$46,000	76.7%
Minneapolis	\$46,000	\$42,000	91.3%
Ramsey	\$47,100	\$39,200	83.2%
Southeast	\$40,000	\$35,500	88.8%
Total	\$48,900	\$39,000	79.8%

JOB CLUSTERING

- Occupational clustering contributes to the wage gap, threatens women's economic security and stability, and compromises the productivity of Minnesota's economy. Forty-six percent (46%) of Minnesota women working full-time are employed in service and sales, where median full-time salaries range from \$24,842 to \$35,352, hours are less predictable, and jobs less secure (Table 2). Twenty-eight percent (28%) of Minnesota's white men work in sales, office and service compared to 63% of black, 64% of Native American and 60% of Hispanic women.²

- Job sectors most likely to expand as a result of the "green transformation" of the U.S. economy, and the educational pipelines to these "green jobs," are almost entirely filled with men. Only 8.3% of Minnesota's construction and building inspectors, 14.3% of recycling/refuse workers and 27.6% of environmental engineers are women.³
- Women's presence in the critical field of computer science is declining.⁴ While women in this field out-earn their male counterparts – one of just a handful of occupations where this is true – only 17% of 2010 computer science bachelors degrees earned in Minnesota went to women. Twenty-five percent (25%) of the state's computer programmers, 19% of software engineers and hardware engineers are women.⁵

WAGE GAP

- Young women and women just out of college continue to earn less than men with the same majors. According to a 2011 study, newly-minted female physicians earned \$16,000 less than their male counterparts right out of medical school (aftercontrolling for specialty, hours worked, and other factors)⁶ and the average starting salary for female BA holders (class of 2010,

Table 2. Median Earnings in the Past 12 Months in Minnesota (In 2010 Inflation-Adjusted Dollars), for Full-Time, Year-Round, Civilian-Employed Population 16 Years and Older, by Occupation

	MEN		WOMEN		
	% of Male FT Workforce	FT Median Earnings	% of Female FT Workforce	FT Median Earnings	Ratio
Management occupations	15.5%	\$75,127	11.6%	\$57,473	76.5%
Computer and mathematical occupations	5.5%	\$75,148	2.7%	\$67,925	90.4%
Architecture and engineering occupations	3.8%	\$70,257	0.7%	\$65,414	93.1%
Education, training, and library occupations	2.6%	\$54,648	6.8%	\$45,527	83.3%
Health diagnosing and treating practitioners and other technical occupations	2.2%	\$109,328	5.7%	\$62,205	56.9%
Service occupations	9.3%	\$31,556	13.6%	\$24,842	78.7%
Sales and office occupations	17.9%	\$46,112	32.3%	\$35,352	76.7%

nationally) was 17% lower.⁷ The pay gap for Minnesota's 22-30 year old full-time female earners with a BA was 19% in 2010.⁸

- The wage gap exists in almost every occupation, including those dominated by women (Table 2). In the high-paying healthcare field where women outnumber men three to one, women earn 57% of what men do.⁹ And over a woman's working life, the wage gap grows.¹⁰
- Education often increases the gap. Women now earn the majority of postsecondary degrees at all levels. However, Minnesota women with professional degrees (doctors, lawyers) and Master's degrees face larger pay gaps than women with less education (\$0.70 and \$0.77 on a man's dollar, respectively), resulting in an estimated \$2 million lifetime loss.^{11 12}
- Minnesota's women-owned businesses are growing at a slower rate than businesses as a whole, and self-employed women have the largest pay gap of all economic sectors. Growth in the number of women-owned firms from 2002-2007 was just 7.5% compared to 12% overall, and the number of women-owned companies with employees actually declined by 5.5% during the same period.¹³ In 2010, incorporated, full-time self-employed women earned \$0.80 on a comparable man's dollar and those without incorporation just \$0.60.¹⁴
- As a result of all these factors (above), full-time working women in Minnesota earn less than white men. White, African American, Native American, Asian and Latina women earn \$0.80, \$0.62, \$0.66, \$0.64 and \$0.56, respectively, on the dollar compared to white men; women with physical disabilities and noncitizens earn the least at \$0.51 and \$0.55 on the dollar compared to white men.¹⁵
- The gap is largest in rural and some high-wealth suburban areas of the state (Table 1). Median incomes for Minnesota's full-time working women ranges from a low of \$30,000 on the western edge of the state to a high of \$46,000 in Hennepin County (excluding Minneapolis). Rural women earn approximately \$10,000 less per year on average than their male counterparts.¹⁶

HOUSING

• **Minnesota's rental housing affordability is ranked the worst in the Midwest placing it out of reach for most Minnesota female-headed families.**¹⁷ Sixty-eight percent (68%) of female-headed households in rental housing and 45% of those who own their home are paying costs that exceed 30% of their income. From 2008 to 2010, the proportion of renting female-headed households in extremely unaffordable units (paying more than 50% of income) increased by 46% (from 28% to 41%).¹⁸

• **Female-headed households are less likely to be living in a home they own than other families, and the proportion of these households that own has declined.** While 90% of married couple families (similar to 2000) and 65% of male-headed households live in homes they own, only 53% of female-headed families do so (down from 59% a decade ago).¹⁹

• **Minnesota saw a 27% increase in the number of homeless families (mostly led by women) from 2006 to 2009.** Sixty-three percent (63%) of the state's homeless young adults (18-21) are women; this group saw the largest increases, 57%, over the same time period. Homelessness is a significant risk factor for young women, leaving them vulnerable to sexual exploitation and violence.^{20 21}

POVERTY

• **Minnesota's female-headed households are more likely than other family configurations to be in poverty.** Seventy-four percent (74%) of Native American, 49% of Hispanic/Latina, 54% of African American, and 40% of Asian female-headed households with children fall below the federal poverty line. Over the past decade, the number of female-headed households with children grew by 13.6%, while the number of married-couple families shrank.²²

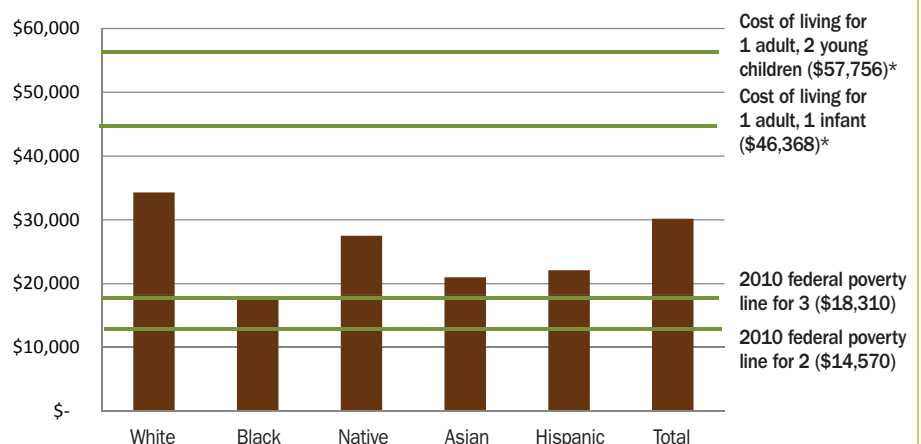
Table 3. Proportion Minnesotans Living Below the Poverty Line by Gender, Race/Ethnicity and Age, 2010

	Minnesota		White		Black		Native		Asian		Hispanic	
	N	%	N	%	N	%	N	%	N	%	N	%
Under 18 years												
Male	97,436	15.0%	50,137	9.8%	21,928	46.0%	5,220	60.7%	7,056	21.2%	13,840	27.3%
Female	95,001	15.4%	49,245	10.2%	21,103	45.8%	4,653	51.5%	8,545	26.3%	14,942	31.4%
18 to 64 years												
Male	157,590	9.6%	114,893	8.0%	23,237	29.0%	4,616	29.2%	7,369	11.9%	13,183	18.2%
Female	195,041	12.0%	139,032	9.8%	28,390	36.1%	6,587	37.2%	10,727	16.1%	15,697	24.0%
65 years and over												
Male	16,533	5.7%	14,453	5.2%	651	16.3%	110	7.9%	1,175	24.6%	341	13.9%
Female	37,915	10.3%	33,287	9.5%	2,313	40.6%	177	11.6%	1,649	25.6%	1,055	32.4%

• **Overall senior women in Minnesota are at higher risk than senior men of falling below income levels needed to maintain homes and meet basic needs.** Statewide, more than twice as many women over 65 than men live below the poverty line, earning just over \$11,233 a year in social security benefits. Over the next two decades, the number of senior women in Minnesota is expected to almost double.^{23 24}

• **Minnesota's African American and Native American women experience much higher rates of poverty than the national average,** while Minnesota poverty rates match the U.S. as a whole for white and Latina women. In 2010, 45% of African American girls and 51% of Native American girls fell below the federal poverty line (Table 3).²⁵

Figure 1. Median Family Income for Minnesota Female-headed Households with Children, 2010

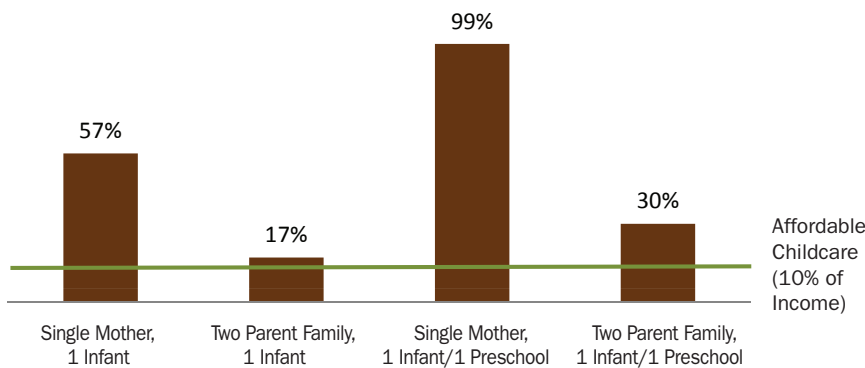


Source: American Community Survey 2010 (median family incomes) and Wider Opportunities for Women/Department of Health And Human Services. (*Cost of living/federal poverty line.)

WHAT YOU CAN DO in 30 minutes or less:

**Balance the economic scales
for all women and girls.**

Figure 2. Cost of Minnesota Accredited Childcare as a Percent of Median Family Income, 2009



Source: American Community Survey 2010 and NACCRRA 2010 analysis by the Center on Women and Public Policy

Table 4. Proportion of Income for Accredited Childcare in Minnesota by Region and Family Type, 2009

Region	Married			Female-head	
	Median Income	1 infant	1 infant 1 preschool	Median Income	1 infant
West Edge	\$56,700	16.4%	29.9%	\$18,000	51.7%
Northeast	\$71,000	13.1%	23.8%	\$12,000	77.5%
East Central	\$67,500	13.8%	25.1%	\$12,600	73.8%
Southeast	\$78,000	11.9%	21.7%	\$11,000	84.5%

- **The federal poverty line significantly underestimates the number of struggling households in the state.** The federal poverty line for a single mother with two children is \$18,530, while expenses for a similar family in Minnesota are estimated at \$46,000 – \$57,000 per year. Median income for Minnesota’s female-headed households with children was \$30,200 in 2010 (**Figure 1**).²⁶

CHILDCARE

- **Minnesota has the third highest childcare costs in the country (Figure 2).**²⁷ In Minnesota, accredited care for one child exceeds average tuition and fees at public colleges and all other household expenses, including the mortgage for many families. Childcare burdens are high across the state (**Table 4**).
- **Childcare assistance falls far short of needs.** Only 14% of Minnesota families at or below 200% of the federal poverty line (around \$36,000 for a family of three) are receiving state help with these expenses. As of early 2011, over 4,000 families were on the waiting list.^{28 29} □

The mission of Think Small (formerly Ready 4 K; Minneapolis) is to assure that every Minnesota child enters kindergarten encouraged, supported, and fully prepared for learning success. The nonprofit is a grantee of the Women’s Foundation of Minnesota.

- Learn more about how to negotiate for the wage you deserve: www.wageproject.org. Then, coach the girls and women in your life to do the same.
- Join a WAGE Club (www.wageproject.org) to fight for fair wages for women.
- Encourage your employer to conduct a gender equity audit. Information on conducting a self audit is available at <http://bit.ly/c8p6Ca>.
- Educate and encourage the girls in your life to pursue careers in science: www.womeninscience.org.
- Buy from women-owned, women-run businesses: www.wbenc.org.
- Join the Pay Equity Coalition of Minnesota; contact ptanji@aol.com.
- Participate in Equal Pay Day (April, annually) and wear red as a symbol of how far women and communities of color are “in the red:” <http://bit.ly/hBbWi>
- Use your philanthropic power to invest in a state organization that supports a women’s economic issue you care about.



At the Women's Foundation of Minnesota, we aspire to a day when women and girls experience the world as a safe place.

SECTION 2

Safety



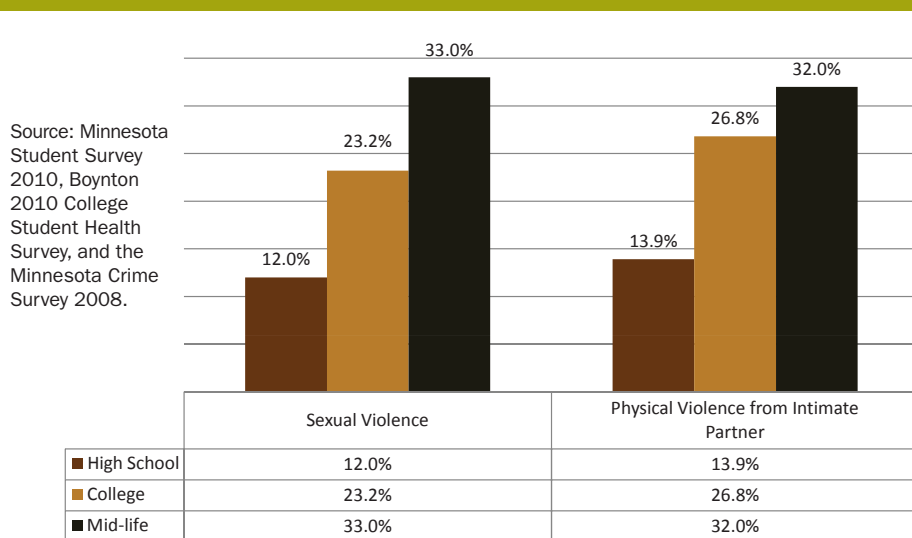
Each spring, Duluth residents take to the streets to advocate for women's safety and security during the Take Back the Night march. The American Indian Community Housing Organization (Duluth) and Program for Aid to Victims of Sexual Assault (Duluth) are local sponsors. The nonprofit is a grantee of the Women's Foundation of Minnesota.

WHILE WE CELEBRATE THE WORK OF ADVOCATES ACROSS THE STATE to reduce the number of women and children that suffer from sexual and physical violence each year, the data suggests that significant work remains. The related effects of this violence for women and girls — and particularly for women and girls of color — include mental health issues, such as depression and suicidal thoughts and attempts, teen pregnancy, and substance abuse. The normalization of violence in our culture exposes women and girls to bullying, date rape, domestic violence, and prostitution.

SEXUAL HARASSMENT BEGINS EARLY AT SCHOOL

- **Minnesota girls face “hostile hallways.”** Approximately one in four 9th grade girls reported being touched, grabbed or pinched in a sexual way and a third reported “unwanted sexual comments, jokes and gestures.” Half of all lesbian/bisexual girls are subjected to both.³⁰
- **Bullying is common in Minnesota schools, with gay teens and girls more likely to report verbal, sexual or relational forms, and gay teens and boys experiencing physical threats or intimidation.** The most common forms of verbal bullying are related to gender conformity — whore, slut, fag or

Figure 3. Proportion of Minnesota Women Reporting Sexual and Physical Violence by Age, 2008, 2010



gay. Bullying is associated with significantly higher negative mental health outcomes for all students (Figure 4), but especially girls in general, girls of color and girls with female sexual partners. Fifty to 60% of Minnesota lesbian/bisexual girls that were bullied reported a suicide attempt.^{31 32}

SEXUAL ASSAULT

- By the time they graduate, a significant number of Minnesota girls have been sexually assaulted by a date (Figure 3). Twelve percent (12%) of all 12th grade girls cite a date-related sexual assault on the Minnesota Student Survey.³³
- Sexual assault is common on our college campuses (Figure 3). By age 23 (average), nearly one in four of Minnesota’s female college students have been sexually assaulted.³⁴
- By mid-life, 33% of Minnesota women have experienced a rape crime (Figure 3). The proportion of lifetime victims varies across the state, from 18%

in southeast Minnesota, to a high of 33% in West Central. Native American women (42%) have experienced a rape or attempted rape at higher rates than white women (25%). Asian women have the lowest rates at 9.4%.³⁵

SEXUAL ABUSE OF GIRLS INSIDE/OUTSIDE THE HOME

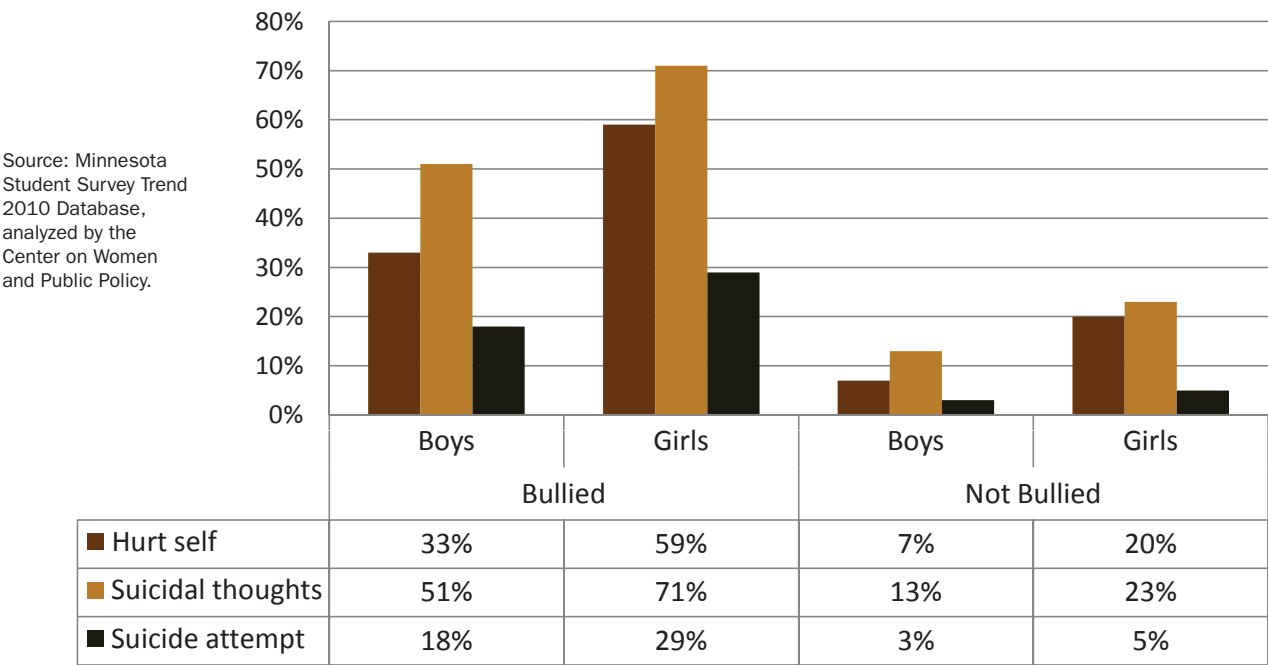
- Sexual abuse is two to three times more common for girls than boys, both inside and outside the home, and peaks in the 9th grade. Overall, 8% of Minnesota girls and 3% of boys reported sexual abuse by family or others. Reported rates are higher in rural northern and central areas of the state.³⁶
- Girls of color are more frequently the victims of sexual abuse. Ninth grade Hispanic/Latina (8.9%) and Native (9.2%) girls have the highest rate of familial sexual abuse and 9th grade black (11.7%) and Hispanic/Latina (13.1%) girls have the highest rates of sexual abuse outside the home.³⁷

- Sexual abuse includes the prostitution of Minnesota girls. Early research on this issue showed that in August 2010 an estimated 124 Minnesota girls under 18 were prostituted on the Internet and through escort services, growing from 89 in February 2010.³⁸

RELATED EFFECTS OF SEXUAL VIOLENCE

- Minnesota girls in juvenile correctional facilities have the highest rates of sexual abuse: 41% outside the home and 21% at the hands of family.³⁹
- Minnesota’s sexually abused girls are nearly three times more likely than other girls to have an emotional or mental health problem lasting more than a year. They are also three times as likely to be depressed, twice as likely to hurt themselves on purpose, more than twice as likely to contemplate suicide, and five times more likely to attempt suicide.⁴⁰

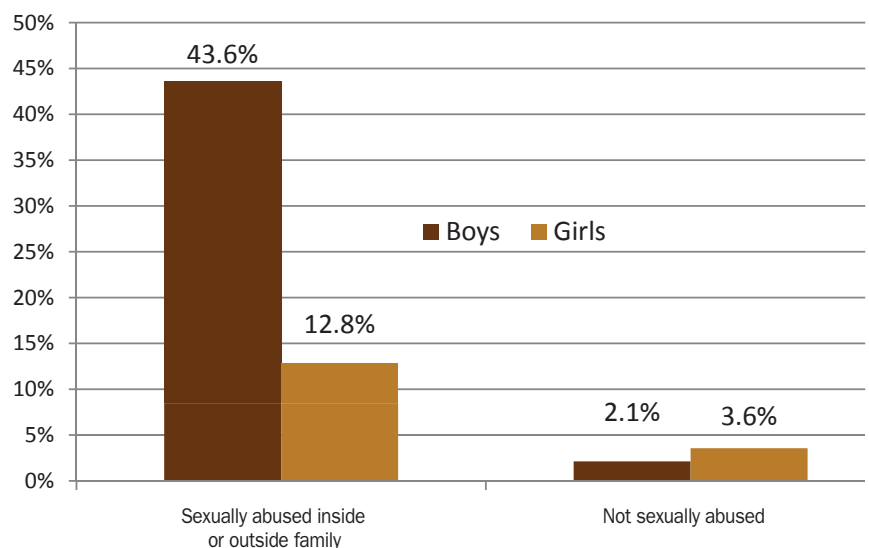
Figure 4. Proportion of Minnesota 9th Graders Reporting Mental Health Outcomes by Bullying and Gender, 2010



- Minnesota boys who have been sexually abused are more likely to violently victimize others (Figure 5).⁴¹ Forty-three percent (43.6%) of sexually abused Minnesota 12th grade boys reported that they had sexually or physically hurt someone they were going out with, compared to just 2.1% of other boys.⁴²

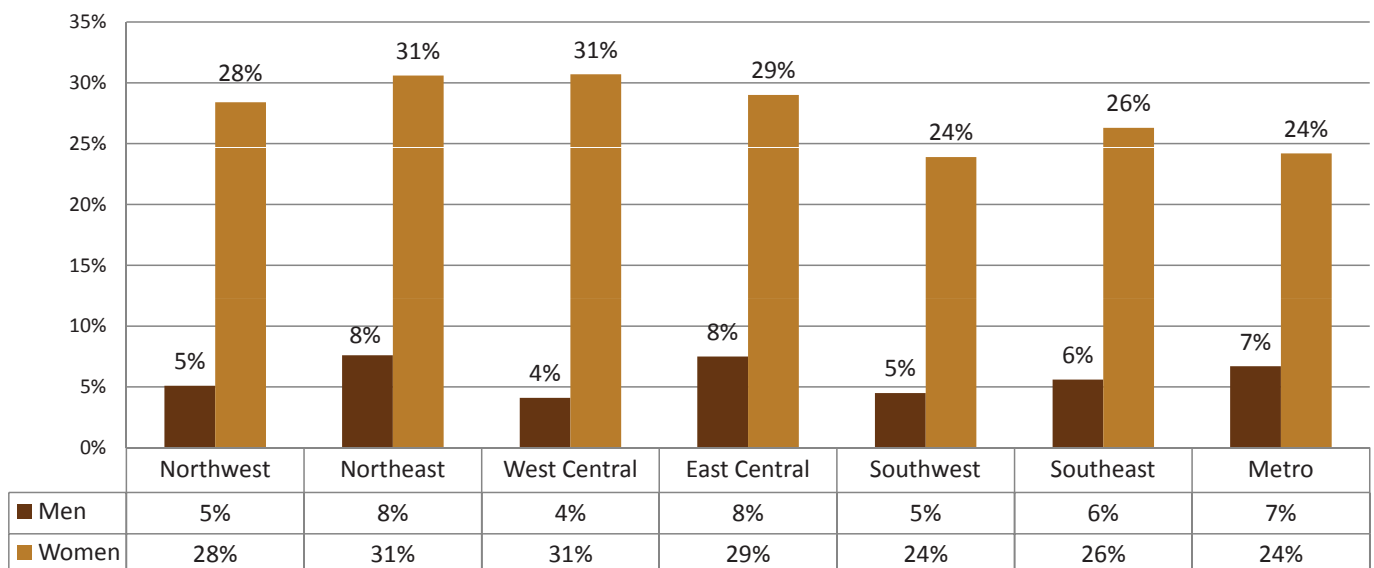
- An estimated 60% of teen first pregnancies are preceded by experiences of molestation, rape, or attempted rape.⁴³ Minnesota 12th grade girls who have been abused are almost four times more likely to have been pregnant than those who have not, and sexually abused boys are almost five times more likely to have been responsible for a pregnancy (Figure 7).⁴⁴

Figure 5. Proportion of Minnesota 12th Graders who Physically or Sexually Hurt Someone They Were Dating, 2010



Source: Minnesota Student Survey Trend 2010 Database, analyzed by the Center on Women and Public Policy.

Figure 6. Proportion of Minnesota Adults Experiencing Intimate Partner Violence During Lifetime, by Region and Gender, 2007



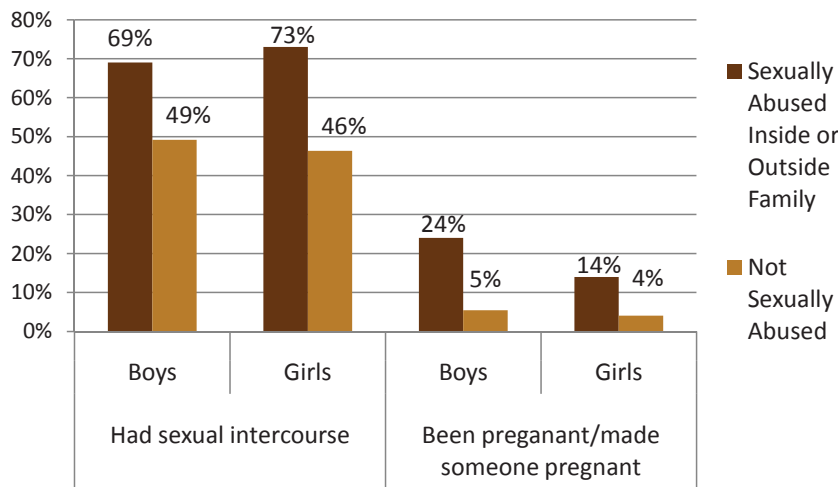
Source: Greater Twin Cities United Way and Office of Justice Programs: 2008 Minnesota Crime Survey, analysis by Center on Women and Public Policy. Intimate partner violence defined as "spouse, former spouse, partner, boyfriend, or girlfriend harm you by pushing, shaking, slapping, kicking, punching, hitting or choking you, or with an object or weapon."

WHAT YOU CAN DO in 30 minutes or less:

Create a world that is safe for all women and girls.

- Support MN Girls Are Not For Sale, a five year, \$4 million campaign of the Women's Foundation of Minnesota to end the prostitution of Minnesota girls. Learn more at www.MNGirlsNotForSale.org.
- Pay attention to the way others in your life talk about women and girls. Challenge racist, sexist and/or homophobic comments.
- Watch TV and movies with the children and youth in your life, and use instances of sexualization and objectification to raise awareness.
- Boycott restaurants (ex., Hooters) and clothiers (ex., Abercrombie) that objectify girls and women.
- Don't buy publications that objectify women through ads or content.
- Educate the men in your life about how they can help change boys' attitudes (and their own) about sexual and domestic violence: <http://bit.ly/awbyX3>
- Consider staying at "clean hotels" that don't offer pay-per-view pornography: <http://bit.ly/bXbzQO>.
- Deepen your understanding of adolescent prostitution in America. Read and pass along Rachel Lloyd's memoir, *"Girls Like Us,"* which chronicles her story as a prostituted girl and work now through GEMS, the nonprofit she founded in NYC to serve girls & young women who've been prostituted. Hold a "Screening Party for Change" and watch Lloyd's internationally acclaimed Showtime documentary, *"Very Young Girls"* (available on Netflix).
- Call your child's school and insist that sexual and domestic abuse is addressed in health education material.

Figure 7. Associated Sexual Behaviors for Minnesota 12th Graders by Sexual Abuse Status, 2010



Source: Minnesota Student Survey Trend 2010 Database, analyzed by the Center on Women and Public Policy.

• Child sexual abuse leads to the prostitution of Minnesota women and girls.

Research by the Minnesota Indian Women's Resource Center found that childhood sexual abuse set the stage for Native American girls' being prostituted, with the average age of entry at 14 years old, and some as young as nine.⁴⁵

INTIMATE PARTNER VIOLENCE

• **By their 40's, approximately 33% of women in Minnesota have been a victim of intimate partner violence (Figure 3).**⁴⁶ Significant levels of intimate partner violence occur across all socioeconomic backgrounds and all over the state, with some of the highest levels in rural communities (Figure 6). Twenty-six percent (26%) of Minnesota's female college students (average age 23) report that they have been a victim of intimate partner violence (Figure 3).⁴⁷

• **Domestic violence is the second leading cause of homelessness among Minnesota women.**⁴⁸ Almost one-third reported that they were homeless in part due to an abusive relationship. Homeless women are also more likely to be a victim of childhood sexual abuse (41% compared to 12% of men) and physical abuse (45% versus 28%).

• **Mental health effects for Minnesota children who witness physical abuse in their homes and those who experience it directly are equally devastating.** Forty-seven percent (49%) of girls from homes where others have been physically abused hurt themselves on purpose and 56% contemplated suicide.⁴⁹

• **Intimate partner violence can escalate in predictable and deadly ways.** In 2009, 80% of women murdered in Minnesota were battered women killed by an intimate partner. Well-documented factors that predict escalation to "lethal" levels of violence were present in most of these cases.⁵⁰ □

At the Women’s Foundation of Minnesota, we envision a time when all women in Minnesota will have local, legal, affordable, and comprehensive health care.



The Women’s Health Center of Duluth provides and advocates for medically safe, legal and affordable reproductive health care that reflects culturally respectful behaviors, attitudes, and policies. The nonprofit is a grantee of the Women’s Foundation of Minnesota.

SECTION 3

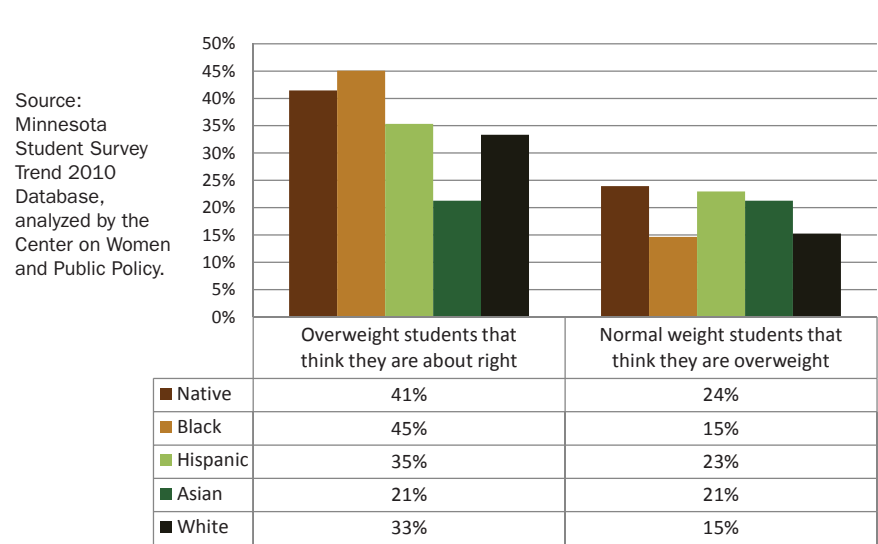
Health

ACROSS MULTIPLE INDICATORS OF HEALTH AND WELLNESS, MANY of Minnesota’s women and girls are at growing risk. The data reveal persistent health disparities for Minnesota women and girls of color. Minnesota’s teen birth rates are falling slightly, but for girls of color they remain significantly higher than the national average. At the same time, risky behaviors among sexually active 9th graders continue to climb. The state’s women and girls suffer disproportionately from many mental health conditions, and with counselor-to-student ratios in Minnesota ranked 49th in the nation, too many are left untreated. Healthy, accurate perceptions related to body image and weight remain an issue for the state’s women and girls.

PHYSICAL HEALTH

- A majority of Minnesota adult women are now considered obese or overweight. In 2009, 25% of Minnesota women were obese and 30% overweight, with greater Minnesota women at even higher risk.⁵¹
- A significant proportion of Minnesota girls have an inaccurate perception about their weight (Figure 8).⁵² About one-third of overweight girls overall believe they are at a healthy weight, while 16% of girls (four times the

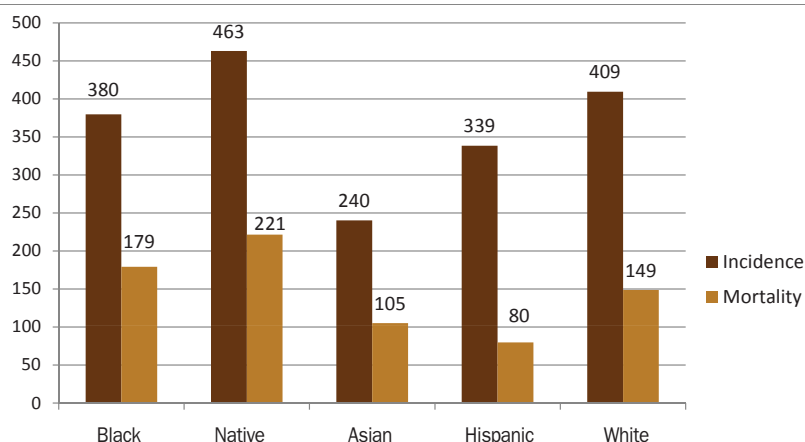
Figure 8. Minnesota Girls’ (Grades 9 and 12) Weight Perceptions versus Actual Weight by Race/ethnicity, 2010



proportion of boys) think they are overweight when their weight falls in the normal BMI range.

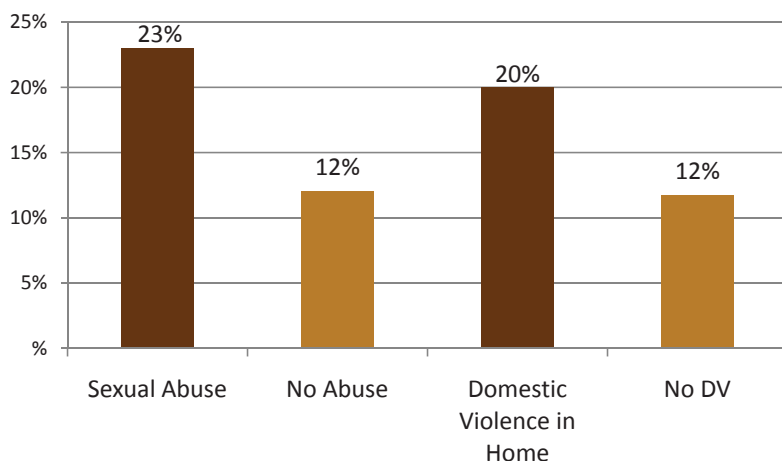
- **Minnesota girls are less likely than boys to be physically active daily** (11% of 12th grade girls compared to 26% of 12th grade boys) **and white girls are more likely to participate in school sports daily than girls of color** (26% of 12th grade white girls compared to 8% of 12th grade Latinas).⁵³
- **Abusive homes and sexual violence are associated with physical health problems for Minnesota students (Figure 10).**⁵⁴ Girls and boys who have been a witness to physical abuse of others in their home or have been sexually abused inside or outside their home are almost two times more likely to report physical health problems or conditions lasting at least a year. Girls are more likely than boys to experience both of these traumas.

Figure 9. Cancer Incidence and Mortality Rates for Minnesota Women by Race/Ethnicity (per 100,000), 2003-2007



Source: MCSS in Minnesota Cancer Facts and Figures 2011, American Cancer Society

Figure 10. Proportion of Minnesota 6, 9 and 12th Grade Girls that Report a Physical Health Problem Lasting More than a Year by Abuse Status, 2010



Source: Minnesota Student Survey Trend 2010 Database, analyzed by the Center on Women and Public Policy.

CANCER

- While cancer mortality for Minnesota women overall is lower than the national average, **Native American women here are two times more likely to die from cancer than Native American women nationally.** Native American women in Minnesota are 13% more likely to be diagnosed with cancer than white Minnesota women, but 49% more likely to die from it (Figure 9).⁵⁵
- **Minnesota's African American women are 7% less likely than white women to get cancer, but 21% more likely overall to die from the disease; 30% more likely to die from lung cancer; 18% more likely from colon and rectum cancer; and 24% from breast cancer.**⁵⁶
- **Women of color are more likely to receive a late-stage diagnoses of breast cancer.** Half of black and Hispanic women and 41% of Asian women were diagnosed when cancer had spread beyond the breast.⁵⁷
- **Cancer disproportionately affects women in some rural regions of the state.** Cervical cancer incidence is significantly higher than the statewide average in the southwest, and lung cancer mortality in the northeast.⁵⁸

ACCESS TO CARE

- **Women of color are more likely to be uninsured than white women,** with approximately one-third of Latina women falling into this category.⁵⁹
- **Many uninsured women in Minnesota are full-time low wage workers.** Approximately 42% are working more than 35 hours per week, earning a median annual income of \$23,000.⁶⁰

WHAT YOU CAN DO in 30 minutes or less:

Improve the health & well-being of Minnesota women and girls.

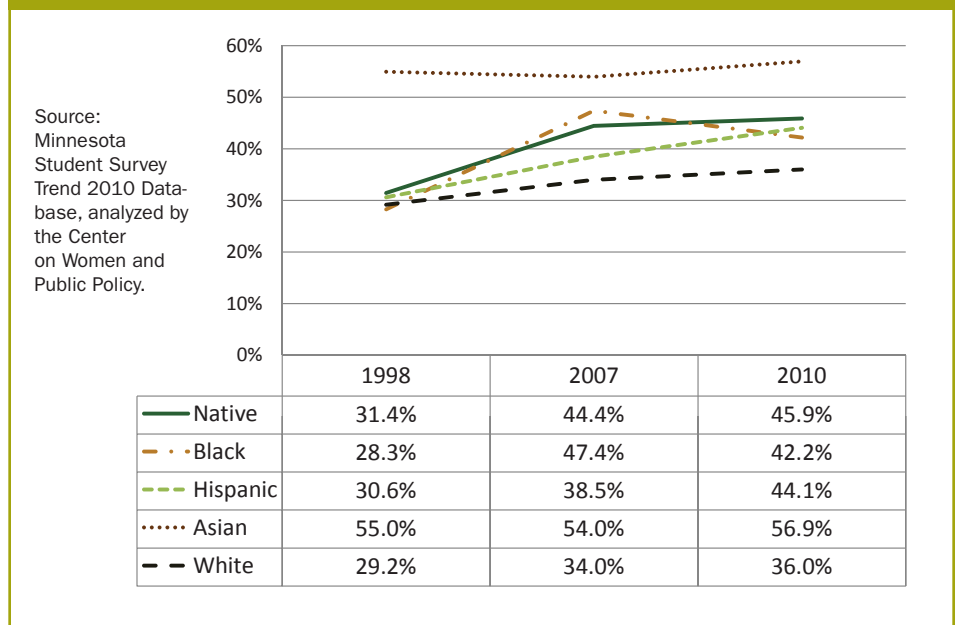
- Bring healthy food to your next family, work or community gathering.
- Take the stairs, park the car at the far end of the lot, walk to the store, bike, do yoga – just move your body! Encourage your kids, friends, family, colleagues to do the same.
- Mentor a girl or young woman in your life; caring relationships with adults help create resiliency.
- Create an ongoing, open dialogue with girls and boys in your life about reproductive and sexual health.
- Send a healthy e-card to a friend: <http://bit.ly/9J2tr1>.
- Invest in organizations that support or provide access to quality, affordable, comprehensive health and reproductive care for all women and girls.
- Visit www.girlshealth.gov to educate yourself and the young women in your life about a healthy body image, and more.
- Practice relaxation techniques such as yoga, meditation, and deep breathing. Studies show even a few minutes helps.
- Consider buying organic or local food as part of your philanthropy to yourself and the community.

Table 5. Birth Rate (per 1,000) for Minnesota 15-19 year old girls, 2003-2007

	White	Black	Native American	Asian	Hispanic
Northwest (HPDist1)	24.44	34.48	121.16	11.43	84.55
Northeast (HPDist2)	22.16	61.25	99.12	9.7	38.92
West Central (HPDist3)	22.09	49.02	137.91	12.63	75
East Central (HPDist4)	22.05	64.71	81.11	25.48	70.43
Southwest/Southcentral (5)	23.2	53.08	77.42	35.64	150.55
Southeast (HPDist6)	20.86	55.17	49.35	33.47	149.84
Metro (HPDist7)	13.76	72	86.71	52.15	106.77

Source: Minnesota Department of Health, Health Prevention District = HPDist
* Sample size under 100 for some regions and race/ethnicities.

Figure 11. Proportion of Sexually Active 9th Grade Girls that Never Use Any Form of Birth Control, 1998-2010



REPRODUCTIVE HEALTH

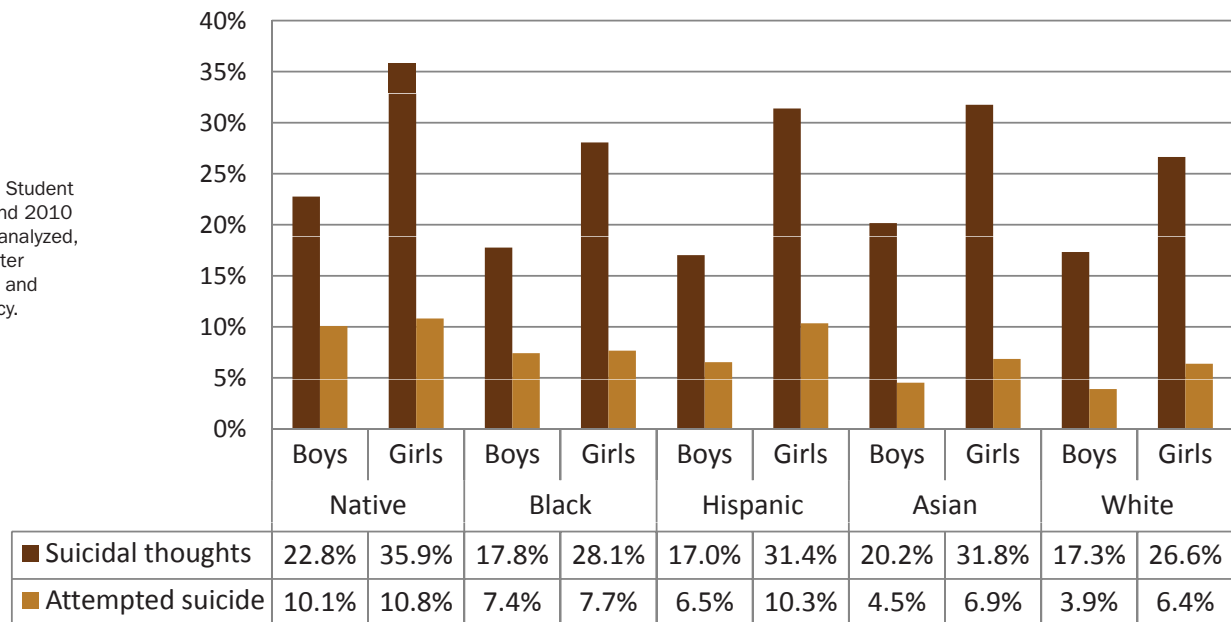
- **Teen birth rates in Minnesota are drastically higher for girls of color than for white girls.** For Minnesota's Native American and Asian teens, the birth rate is almost double the national average (97.3 compared to 55.5 births per 1,000 among Native Americans and 40.6 versus 14.6 for Asians).⁶¹
- **Birth rates for white girls are highest in greater Minnesota (Table 5).** Among white teens, birth rates are higher in rural areas (2003-2007) than in the metro area.⁶²

CAPi (Minneapolis) leads Refugee & Immigrant Women for Change, a coalition of nonprofit organizations that includes the Liberian Women's Initiative of Minnesota, Centro, Inc., Lao Assistance Center, SEWA-AIFW, and African Health Action Corporation. Together, the groups fight poverty and social inequalities through achievement of gender equality for refugee and immigrant women in Minnesota. The coalition is a grantee of the Women's Foundation of Minnesota.



Figure 12. Proportion of Minnesota 9th Graders that Thought About or Attempted Suicide, 2010

Source:
Minnesota Student
Survey Trend 2010
Database analyzed,
by the Center
on Women and
Public Policy.



- While fewer 9th graders in Minnesota have sexual intercourse, risky behaviors have been on the rise since 1998 for those that are sexually active (Figure 11). Forty-four percent (44%) of sexually active 9th grade Latinas and more than one-third of white girls never use any form of birth control; one-third of sexually active Black girls never talk with their partner about preventing pregnancy. Sexually active Asian girls and boys are least likely to talk about or use birth control.⁶³

MENTAL HEALTH

- **Girls of color and lesbian/bisexual girls are more likely to experience mental health challenges.** Approximately 36% of 9th grade Native American girls and 60% of lesbian/bisexual girls have hurt themselves on purpose, compared to 22% of the state's 9th grade girls, overall. One in five white 9th grade girls, a quarter of Black girls, and one-third or

more of other 9th grade girls of color self-report depression (Native girls 33% and Latina girls 30%).⁶⁴

- **Almost twice as many Minnesota girls report suicidal thoughts or attempted suicide as boys (Figure 12).** Girls of color, abused girls, and girls who have had one or more female sexual partners are especially at risk; in 2010, 11% of 9th grade Native girls, 10% of Latina 9th grade girls, and 34% of lesbian/bisexual girls (grades 9, 12) attempted suicide. Approximately 28% of sexually abused 9th grade girls attempted suicide.⁶⁵

- **Minnesota's 12th grade girls are feeling high levels of pressure and stress.** Half of white and Native 12th grade girls reported feeling quite a bit or almost more stress than they could take. Forty-four percent (44%) of Latinas, 41% of black and 45% of Asian 12th girls felt similarly.⁶⁶

- **The state's women and girls suffer disproportionately from many mental health conditions and with counselor-to-student ratios in Minnesota ranked 49th in the nation,⁶⁷ too many are left untreated.** Women and girls of color are less likely than their white counterparts to receive therapeutic treatment.⁶⁸ Fifty-eight percent (58%) of African American girls and 63% of Asian girls who reported a mental or emotional problem lasting a year or more had not received treatment, compared to 30% of white girls.⁶⁹

- **Caring adults can be a protective factor, especially for girls.** Fifty-nine percent (59%) of girls who think their parents don't care about them hurt themselves on purpose, compared to just 15% of those who perceive that their parents care very much. Care levels by adults at school show similar associations.⁷⁰ □

At the Women's Foundation of Minnesota, we look forward to the day when women enjoy equal influence at all levels of government, business and nonprofits, bringing new perspectives and expertise that advance equality and justice.



At its annual conference, Tri-College NEW Leadership Development Institute (Moorhead) nurtures and prepares the next generation of women leaders. The nonprofit is a grantee of the Women's Foundation of Minnesota.

SECTION 4

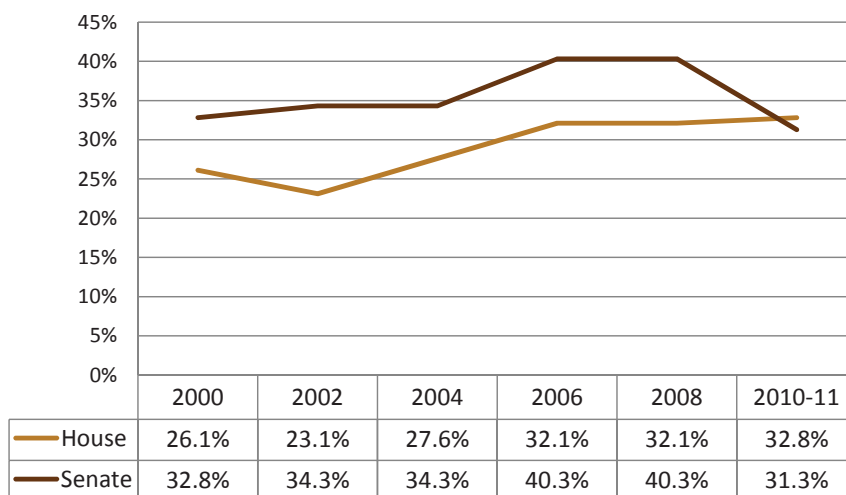
Leadership

AT ALL LEVELS OF LEADERSHIP, FROM SCHOOL BOARDS TO COUNTY commissions and from the Legislature to Fortune 500 companies, women remain conspicuously underrepresented across the nation. In Minnesota, progress for women leaders has flat-lined in most professions, and in some areas, is on the decline. A growing body of research shows that the most productive companies have the most women in leadership. Diverse women leaders also signal to our girls that their options are limitless and to our boys that women are equals. In this global economy, we cannot afford to leave any of the state's talent on the sidelines.

POLITICAL POWER

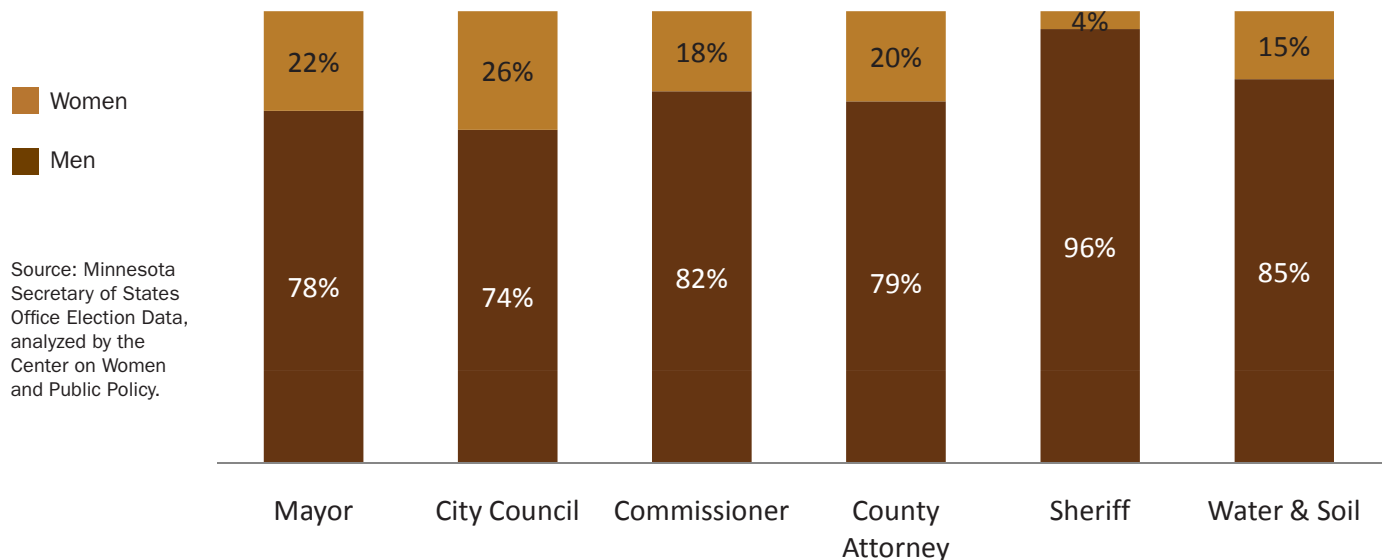
- More than 50% of Minnesota's county commissions do not include a single woman, and representation of women has barely budged, moving from 11.2% in 2008 to 12.8% in 2010.⁷¹
- While our research shows that women candidates win at equal rates to men, they make up a small proportion of candidates for office at all levels (Figure 14). A variety of barriers remain for

Figure 13. Percentage of Women in the Minnesota Legislature, 2000-2010



Source: Legislative Office on the Economic Status of Women

Figure 14. Gender Breakdown of Candidates for Local Offices in the Minnesota 2010 General Election



women, particularly in rural areas of the state, resulting in fewer women than men competing for electoral leadership. Only 22% of mayoral, 26% of city council and 17% of county commission candidates in 2010 were women.⁷²

- **Even on Minnesota school boards, men outnumber women.** Since 2004, only 37% of the state's school board members have been women. And the highest levels of education leadership still belong to men. Only 14% of the state's K-12 superintendents are women, even though they make up three-quarters of the education workforce and have for decades.⁷³
- **Minnesota has never had a woman governor.** In 2010, Speaker of the Minnesota House, Rep. Margaret Anderson Kelliher, became the *first* woman to receive major party endorsement for governor.
- **The number of women in the state Legislature declined in the 2010 election (Figure 13).** A net loss of five women brought the total down to 65, from a historic high of 70 in 2008.⁷⁴

- **Overall averages mask the fact that large parts of greater Minnesota are not represented by women at all.** Most of the 16 Senate districts (24% of all Senate Districts) that did not have a single woman candidate from 1997-2008 are in greater Minnesota, in the northern and western areas of the state.⁷⁵ A similar pattern occurs at the local level.

- **Women of color and LBT (Lesbian, Bisexual, Transgender) women are very uncommon at all levels of government.** In 2012, there is one Latina, one African American woman, one native American, and two openly gay lesbians serving in the Legislature. No woman of color has ever held statewide elected office.

BUSINESS

- **None of Minnesota's 21 Fortune 500 companies are led by a woman, and women hold just 14.3% of most corporate board seats in the state.** Twenty-eight percent (28%) of our top 100 publicly held companies have no women directors (an increase of one company from 2009) and 31% have no women corporate officers (a one company decrease from 2009).⁷⁶
- **Most of the executive officers in Minnesota's 100 largest publicly held companies hold human resource titles and not financial titles, and the proportion of women in senior management is falling worldwide.**⁷⁷ Sixty-six percent (66%) of Minnesota's Fortune 500 Human Resources executive officers are women, but only 16% of chief financial officers.⁷⁸

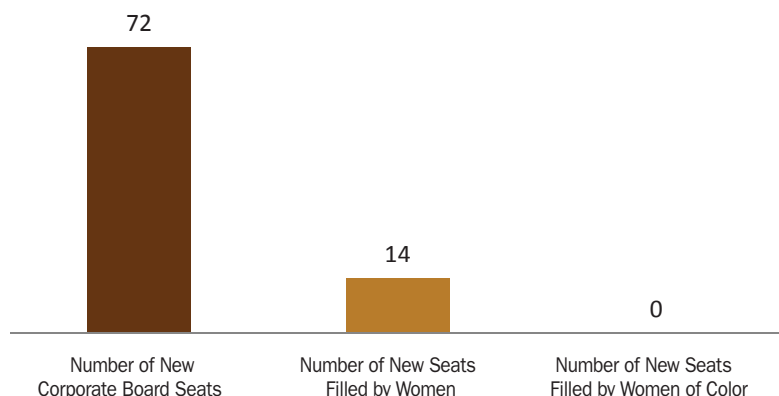
WHAT YOU CAN DO in 30 minutes or less:

Help diversify leadership in Minnesota.

- Step into your own leadership and encourage other women to do the same. Run for elected office, go for a work promotion, negotiate your salary, join a corporate or nonprofit board — just do it!
- Suggest a woman colleague for a promotion where you work.
- Visit www.womenwinning.org to learn about women running for office. If you like them, support them by donating to their campaign.
- Sponsor a woman to participate in The White House Project's (www.thewhitehouseproject.org) and/or Tri-College NEW Leadership Institute's (www.tri-college.org) training.
- Launch a women's leadership network at your company and build your own network.
- Support organizations that build power and leadership for all women and girls in Minnesota.



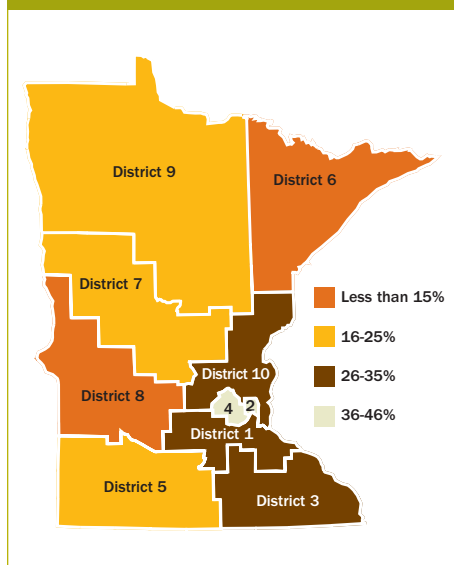
Figure 15. New Minnesota Corporate Director Seats, 2009-2010



Source: 2010 Minnesota Census of Women in Corporate Leadership

- New corporate board positions created in the past year continued to go disproportionately to men (Figure 15). Minnesota's top 100 hundred publicly traded companies missed an opportunity to diversify, filling only 14 of the past year's 72 newly created board seats with women. None were women of color, even though they currently fill just 1.7% of these seats.⁷⁹

Figure 16. Percentage of Women on the State District Court Bench



Source: Minnesota Judicial Branch 2011, data analyzed by the Center on Women and Public Policy.

LAW

- Once the majority of Minnesota's seven-member Supreme Court, women now hold just two seats. With the exception of the Minnesota Court of Appeals, the proportion of women on the state bench has stalled at around 29%. The statewide average masks lower levels of representation in rural areas such as the state's 8th judicial district where just one woman serves on the bench (Figure 16).⁸⁰
- Only one woman has ever been appointed to the Federal 8th Circuit Court of Appeals. This powerful court, which includes Minnesota, sits just below the U.S. Supreme Court and has the worst gender diversity of any circuit court in the country.⁸¹ □

Through innovative programs across the state, girl grantees of the Women's Foundation of Minnesota's girlsBEST (girls Building Economic Success Together) Fund are knocking down roadblocks to their future economic success, such as low wages and job discrimination, sexist academic and career tracking by schools, poor body image and self-esteem, teen pregnancy, lack of leadership and athletic opportunities, and violence against girls.

End Notes



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